

Exhibit 8

INITIAL COMPETENCY ASSESSMENT

University of Washington Academic Medical Center's

Department: Latin American

Employee: Joe Lasey, Sales Representative

Competency	Previous Experience (= yes)	Date Instructed	Date Performed	Comments	Learning Resources
ECU-work	No	1991	Designing back to create the first Ecuadorian standard		
Elucidate about assessing cultures of cells based H&S	No	1996	Designing back to create the first Ecuadorian standard		
Cultures for viral and antibiotic	Yes	1987	Designing back to create the first Ecuadorian standard		
	No	1983	Designing back to create the first Ecuadorian standard		

Employee Signature:

Date: 9-7-01

495 MCHR, 7/01 km

INITIAL COMPETENCY ASSESSMENT

University of Washington Academic Medical Centers

Employee: Vivek Dassanayake

Department: Business Admin.

Date of Hire: 12/84

Competency	Previous Experience (= yes)	Date Instructed	Date Performed	Comments	Learning Resources
ADCU exercises	Y	19-85	19-85	Create test	Lectures, Slides
EUSPA	N	19-85	19-85	Test	Slides
SUA	N	19-85	19-85	Test	Slides
HSG-101B	N	19-85	19-85	MCQs	Slides

Employee Signature: John Doe

Date: 12-2-02

ANNUAL COMPETENCY ASSESSMENT

University of Washington Academic Medical Centers

Department _ Laboratory Medicine - Virology

Employee: Jill Daley SS# 555-55-5555

Employee Signature:

Date: 1/21/92

Manager/Supervisor: Chris Wenzel

Date: 4/25/03

4,999 MCHR, 700' kH

University of Washington Medical Center Clinical Virology Laboratory
EMPLOYEE PERFORMANCE EVALUATION

Employee's Name <u>Julie Dalessio</u>	Classification Title: <u>CST-IE</u>	Evaluation Period: From: To: <u>10/1/16 - 9/30/17</u>	Department of Medicine Division of Lab Medicine
Performance Factors	Comments &/or examples		
1. Quality of Work Competence, accuracy, initiative, thoroughness	Juliets work is critical and of excellent quality and reliability for assignments assigned to her. She approaches new encounters in less challenging	1. Outstanding L. Exceeds expectations L. Meets expectations L. Needs improvement L. Unsatisfactory	Rating: <u>9/7/17</u>
2. Quantity of Work Use of time, volume of work accomplished, ability to meet schedules & productivity levels	Juliets has had significant staff turnover and challenges from recent laboratory staff changes.	1. Outstanding L. Exceeds expectations L. Meets expectations L. Needs improvement L. Unsatisfactory	
3. Job Knowledge Degree of technical knowledge, understanding of job procedures & methods	Surely, Julie gets into these situations and creates solutions to handle challenges.	1. Outstanding L. Exceeds expectations L. Meets expectations L. Needs improvement L. Unsatisfactory	
4. Working Relationships Cooperation and ability to work with supervisor, co-workers, students and clients served	Has done quick and responsive when necessary and often going above and beyond to help others. Julie is a good teacher and will continue doing and often goes above and beyond to help others and help others to learn.	1. Outstanding L. Exceeds expectations L. Meets expectations L. Needs improvement L. Unsatisfactory	
5. Attendance	Has not taken many, very infrequent sick leave. Julie seems to be getting there less and less.	1. Meets expectations L. Needs improvement L. Unsatisfactory	

Comments: - The employee has provided all the necessary experience for the level and has been adequately contributed to the success and economy of the organization through performance. Excellent evaluation. This employee regularly works beyond regular office hours to complete the various and繁重的 clinical and administrative tasks necessary for the efficient and successful operation of this organization. Her evaluations: The employee has met or exceeded most of the established performance expectations for this year. Thank you, Dr. [REDACTED] - The employee has failed to meet the minimum expectation for this year.

SPECIFIC ACHIEVEMENTS:

Completion of HVAC USA

PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD

Complete local functions in timely manner
Continue thriving customer work

TRAINING AND DEVELOPMENT SUGGESTIONS

RATER'S PRINTED NAME

Craig L. Alessio
Processor

RATER'S SIGNATURE & DATE

(Craig L. Alessio) 7/7/01

EMPLOYEE'S COMMENTS

EMPLOYEE'S PRINTED NAME
J. L. Alessio
REVIEWER'S COMMENTS

EMPLOYEE'S SIGNATURE & DATE
J. L. Alessio 7/7/01

RATED NAME

REVIEWER'S TITLE

REVIEWER'S SIGNATURE & DATE



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

I. OVERVIEW	II. POSITION PURPOSE
1. Job Number: Title:	434 RESEARCH SCIENTIST
2. Last WCD Review Date:	
3. Reports To:	Director, Research Lab

% OF TIME	POTENTIAL FUNCTIONS WORK RESPONSIBILITY ACCOUNTABILITIES	HOW IS IT DONE? (described)	PERIODIC MONITORING RATING (1,2, or 3)	CHALLENGES
60%	Developing new test methods, testing existing methods, literature reviews	Background calculations, literature reviews	Test on time	2
20%	Supervise research technicians	Reviewing reports of previous work	Periodically after 1 year or less	2



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS				
20%	Duties Responsible (Performance Dimensions)	Comparing current requirements with desired level	Performance Current	2
3.0%				
Total				

IV. WORK REQUIREMENTS	
IV.A. EDUCATION AND EXPERIENCE (REQUIRED)	<ul style="list-style-type: none"> * Moderate
IV.B. EDUCATION AND EXPERIENCE (PREFERRED)	<ul style="list-style-type: none"> *
IV.C. KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED TO PERFORM THE ESSENTIAL FUNCTIONS OF THE WORK	<ul style="list-style-type: none"> * Knowledge of human growth and development to modify care to the age and developmental status of the inmate, infant, toddler, preschool child, school-age child, or adolescent, according to the age/development needs of the assigned department. * Knowledge of inmate safety according to the assigned department.
IV.D. PHYSICAL REQUIREMENTS	<ul style="list-style-type: none"> *
IV.E. TRAINING, EDUCATION, & TESTING REQUIREMENTS	<ul style="list-style-type: none"> <input type="checkbox"/> NJUT Conflict Zone Job Certification Zone Job Ergonomic Awareness Training <input checked="" type="checkbox"/> Hand Hygiene (Annual Bloodborne Pathogens Training) <input type="checkbox"/> Title Exposure Control TTB Testing and Education

PAGE 2
EXCLUDED WHEN FAXED 6/28/00



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

OVERALL PERFORMANCE RATING: (Check one)	V. OVERALL RATING		
	<input type="checkbox"/> (1) Work performance needs improvement (See Section VIII)	<input checked="" type="checkbox"/> (2) Meets work expectations	<input type="checkbox"/> (3) Exceeds work expectations

Note: Specific competencies have been assessed, as shown on summary form at start of. Full documentation is maintained in the manager's desk file. Yes

Julie was hard to train when she started. She has had to work extremely hard to learn basic customer service performance. She is a long component of our divisions research and development department and is highly regarded as such.

EVALUATOR SIGNATURE
Employee Signature (PEN) AND DATE
DATE:

MANAGER SIGNATURE (PRINT AND SIGN) <i>R. A. Astley</i>	DATE:
	<i>9/19/10</i>
EMPLOYEE SIGNATURE (PEN) AND DATE DATE:	
<i>Julie Dalessio</i> 10.9.01	

NOTE TO EVALUATOR: Continue on to sections VI, VII and VIII

V. COMPLIANCE TRAINING, EDUCATION, AND PERFORMANCE EVALUATION - REQUIRED (Begin Using for 2001-2002 EVALS)	
V. A. TRAINING AND EDUCATION <ul style="list-style-type: none"> <input type="checkbox"/> Safety and Adverse Incident of Reference to the Compliance Code of Conduct <input type="checkbox"/> Conflict Resolution Training <input type="checkbox"/> Completed assigned supplemental training courses. (Courses, scores, and date of completion to be listed below) 	



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

V. B. PERFORMANCE EVALUATION	<p>For Supervisors, Managers, Directors, and Administrators Only Have all direct reports for this employee submitted the signed acknowledgement, completed the Compliance State Training and any assigned supplemental training courses. Please indicate the percentage of direct reports who have completed:</p> <p><input type="checkbox"/> 100% <input type="checkbox"/> 50-100% <input type="checkbox"/> 80-90% <input type="checkbox"/> 70-80% <input type="checkbox"/> 60-70% <input type="checkbox"/> Below 60%</p>
<p>Cite any specific identifiable compliance problem(s) associated with employee:</p> <p>Corrective actions taken to remedy problem(s):</p> <p><input type="checkbox"/> Verbal warning Date of action: _____ <input type="checkbox"/> Written Warning Date of action: _____ <input type="checkbox"/> Other corrective action (Please indicate below the corrective action taken)</p> <p><input type="checkbox"/> Additional Training (Courses, name and date of completion to be listed below)</p>	



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

VII. GOAL-SETTING PLAN - HOW POSITION SUPPORTS ORGANIZATION-WIDE GOALS SPECIFIC GOALS TO BE ACHIEVED DURING NEXT CYCLE		VIII. PERFORMANCE IMPROVEMENT PLAN - REQUIRED IF POSITION NEEDS IMPROVEMENT SPECIFIC AREAS IN NEED OF IMPROVEMENT PLAN/STRATEGIES AND COMMENTS/ACTIONS TO BE TAKEN, RESOURCES NEEDED, MONITORING AND FEEDBACK PROCESSES; TIME FRAMES, ETC.	
1) 1.1 2)		2) 2.1	



**Age Specific Competency Assessment Summary
Category I – Employees with Incidental Contact**

Performance Criteria	Evaluation Tool(s)
Interaction and communication with patients, families, and co-workers reflects a basic understanding of age-specific issues, respect for privacy and confidentiality, family centered approach to care and positive customer relations.	T

Comments:

Instructions to Supervisor:

This form should be completed annually for each Employee as part of the annual performance evaluation process.

By marking the appropriate box or boxes above, you are verifying that the employee demonstrates age-specific knowledge.

Method of Evaluation by Supervisor:

Put the initial for one or more of the following methods in the box or boxes to verify age-specific competence. Do NOT use checkmarks.

- T: Test/Self-Learning Module: To test knowledge of a topic or subject-area; may use the hospital-specific quiz, a department or unit-specific test, or a self-assessment (e.g., written quiz on calculating medication dosages).
- D: Demonstration/direct observation: To test performance of a specific skill (e.g., taking blood pressure, administering pain scale, administering diagnostic test, interacting with family member).
- V: Verbalizes Understanding: To test knowledge of a process which occurs infrequently or is not easy to observe directly (e.g., calling a Code Blue, processing a medication order).
- C: Chart or other documentation review: To evaluate both form (legibility, understandability) and content (accuracy, completeness) of written documentation (e.g., review of progress notes, diagnostic reports, nursing flow charts).
- P: Peer Review: To assess age-specific competency in interpersonal skills, communication skills, etc.-a-day situations; knowledge of and ability to ask questions; could be open-ended request for information or prepared list of questions.
- G: Chart or other documentation review: To evaluate both form (legibility, understandability) and content (accuracy, completeness) of written documentation (e.g., review of progress notes, diagnostic reports, nursing flow charts).

Employee Name: Julie Dalessio

Verified by: Julie Dalessio
(Supervisor)

Date: 9/19/05

University of Michigan Health Center Clinical virology laboratory

University of Washington
Institute of Marketing

EMPLOYEE PERFORMANCE EVALUATION

Employee's Name: Julie Dalessio

Comments & Examples:

Classification Title:
C-T IIEvaluation Period:
From: 10/07/09 - 04/27/09Evaluation Date:
10/12/09

Rating:

Performance Factors:
1. Quality of Work
Competence, accuracy, efficiency
Innovativeness

Julie is bright and creative. She is a central asset in competitive
research driven research ventures.

Exceeds expectations
Meets expectations
Meets if present
Disappointing

2. Quantity of Work
Use of time, volume of work,
strategic ability to meet timelines
& productivity levels.

The lab is being reorganized and Julie
requires a lot of time at home working
on data... this result as efficient
as late.

On standing
Exceeds expectations
Meets expectations
Meets if present

3. Job Knowledge
Degree of technical knowledge,
understanding of job procedures &
methods

Superior

On standing
Exceeds expectations
Meets expectations
Meets if present
Disappointing

4. Working Relationships:
Cooperation and ability to work with
supervisor, co-workers, students and
clients as well.

Supervises students well, helps, etc.
Very knowledgeable

On standing
Exceeds expectations
Meets expectations
Meets if present
Disappointing

5. Absence:

Walks at noon walks and has to
declaim, we will try to get her
less walk space to work better

On standing
Exceeds expectations
Meets expectations
Meets if present
Disappointing

Commenting: The employee has exhibited a high performance record in her position. Qualifications include the knowledge and manner of task assignment, and the ability to work independently. The employee is able to demonstrate a high level of skill and responsibility. The employee is able to work well in a team environment. The employee is able to meet or exceed all job requirements.

SPECIFIC ACHIEVEMENTS:

H-74-V-8 security development
Conducted negotiations with local secretaries

PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD

Complete local authority function studies

TRAINING AND DEVELOPMENT SUGGESTIONS:

See doc

RATER'S PRINTED NAME	RATER'S TITLE
Q. Rodriguez, Asst. Secy.	Q. Rodriguez
EMPLOYEE'S COMMENTS	
R. Rodriguez 10/19/00	

Julie Dalessio

REVIEWER'S PRINTED NAME	REVIEWER'S TITLE
REVIEWER'S SIGNATURE & DATE	



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

I.A. EMPLOYEE NAME:	Julie Dalessio	I.B. JOB NUMBER:	
I.C. DEPARTMENT:	Virology	I.D. LAST WCD REVIEW DATE:	10/12/99
I.E. REPORTS TO (NAME):	Rebecca L. Ashley, Ph.D.	I.F. REPORTS TO (TITLE):	Rebecca L. Ashley, Ph.D.

II. POSITION PURPOSE

Supervise research lab activities of 3 Techs, analyze and write up data, and run the Research Lab.

III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS HOW IS IT DONE		IV. OUTCOMES MEASURES		
		PERFOR- MANCE PAST/PRE 1,2, or 3	COMMENTS	
50%	ESSENTIAL FUNCTIONS/ WORK RESPONSIBILITIES/ ACCOUNTABILITIES	Planning, conducting programs as well as direct hands-on consultations.	Manuscripts and Abstracts	2
40%	Coaching and processing lab crew	Direct Observation	Productivity of Techs	3
8%	Supervising lab projects in 3 different areas.	Meeting, Conferences, Direct observation	New areas implemented	3
2%	Scientific input for project planning and design			



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

III. MAJOR RESPONSIBILITIES, ACTIVITIES, AND END RESULTS	
I. ACADEMIC AND INDEPENDENCE REQUIREMENTS	*
II. EDUCATION AND EXPERIENCE REQUIREMENT	*
III. KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED TO PERFORM THE ESSENTIAL FUNCTIONS OF THE WORK	<ul style="list-style-type: none"> * Knowledge of human growth and development to modify care to the age and development status of the neonate, infant, toddler, preschool child, school-age child, or adolescent, according to the age/development focus of the assigned department.
IV. PHYSICAL REQUIREMENTS	<ul style="list-style-type: none"> * NYS Certified Zoned Job -
IV. TRAINING EDUCATION & TESTING REQUIREMENTS	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Blood Exposure (Annual Bloodborne Pathogen Training) <input type="checkbox"/> TB Exposure (Annual TB Testing and Vaccination)



WORK CONTENT DESCRIPTION / PERFORMANCE EVALUATION FORM

OVERALL PERFORMANCE RATING: (Check one)	V. OVERALL RATING		
	(1) Work performance meets expectations (See Section VII)	(2) Meets work expectations	(3) Exceeds work expectations
ICAOI PERFORMANCE APPRAISAL RESULTS TRACKING INFORMATION (Check one)			
Results of appraisal:	<input checked="" type="checkbox"/> Continue performance as is, or with minor changes <input type="checkbox"/> Performance should be modified as indicated, and will be reviewed on an ongoing basis. A new appraisal will be conducted in three months to determine if performance is acceptable. <input type="checkbox"/> Termination as a result of unsatisfactory performance.		
Age-specific competencies have been assessed; assessment summary form is attached. Full documentation is maintained in the manager's desk file. Yes <input type="checkbox"/>			
FUTURE COMMENTS			
MANAGER'S SIGNATURE: <i>Paula M. Murphy</i> DATE: <i>10/19/00</i>			
EMPLOYEE SIGNATURE: <i>Dee Deen</i> DATE: <i>10-19-00</i>			

10-99

Children's

Hospital & Regional Medical Center

PERFORMANCE EVALUATION FORM

I. OVERVIEW

LA. TODAY'S DATE:	10-12-99
LB. EMPLOYEE NAME:	Julie Dalessio
LC. JOB TITLE:	Research Scientist
LD. DEPARTMENT:	Virology
LE. REPORTS TO (NAME):	Rhoda Ashley
LF. REPORTS TO (TITLE):	Ph.D., Director, Diagnostic Virology Section

II. POSITION PURPOSE

- Supervise research lab activities of 3 tech.
- Analyze and write up data
- Run the research lab

III. MAJOR RESPONSIBILITIES AND END RESULTS

% OF TIME	ESSENTIAL FUNCTIONS/ WORK RESPONSIBILITIES/ ACCOUNTABILITIES	OUTCOME/MEASURES	PERFOR- MANCE RATING 1, 2, or 3	COMMENTS
40%	1) Collecting and processing lab data	Manuscripts and abstracts <i>Direct Observation</i>	2	
40%	2) Supervise lab projects in 3 different areas	Productivity of 3 tech. <i>Direct Observation</i>	3	Impressive and diverse group of projects working well together. Good leadership
20%	3) Scientist input for project planning and design.	New areas implemented <i>Direct observation</i>	3	Highly intelligent with excellent input.
	4)			

Children's

Hospital & Regional Medical Center

PERFORMANCE EVALUATION FORM

III. MAJOR RESPONSIBILITIES AND END RESULTS

% OF TIME	ESSENTIAL FUNCTIONS/ WORK RESPONSIBILITIES/ ACCOUNTABILITIES	OUTCOMES/MEASURES	PERFORMANCE RATING 1, 2, or 3	COMMENTS:
5)				
6)				
7)				
8)				
9)				
10)				

IV. OVERALL RATING

OVERALL PERFORMANCE RATING	EVALUATOR COMMENTS
<input type="checkbox"/> (1) Does not meet work expectations	Julie continues to be a key research influence at CHRMH and in the Virology Division.
<input type="checkbox"/> (2) Meets work expectations	
<input checked="" type="checkbox"/> (3) Exceeds work expectations	



PERFORMANCE EVALUATION FORM

EMPLOYEE COMMENTS:

None

EVALUATOR SIGNATURE:
DATE:

Glenis Ashley

10/12/99

EMPLOYEE SIGNATURE:
DATE:

Julie Dalessio

10-12-99

I have received a copy of my current
Work Content Description

(Staff Member to initial)

Age-specific competencies (if applicable) have been assessed
Full documentation is maintained in the manager's desk file

(Manager to initial)
JCAHO Performance Appraisal Results Tracking Information (mark one)

Results of appraisal: Continue performance as is, or with minor changes.

Performance should be modified as indicated, and will be reviewed on an on-going basis. A new appraisal will be conducted in three months to determine if performance is acceptable.

Termination as a result of unsatisfactory performance.

(42) EMPLOYEE PERFORMANCE EVALUATION

University of Washington

EMPLOYEE'S NAME Julie Dalessio		CLASSIFICATION LEVEL C-II		DEPARTMENT Health Medicine			
PERFORMANCE FACTORS		PERFORMANCE EXPECTATIONS: COMMENTS AND/OR EXAMPLES IN EACH FIELD AS SHOWN					
1. QUALITY OF WORK Competence, accuracy, timeliness, consistency, neatness.		Excellence, Julie is a singular teacher.					
2. QUALITY OF WORK Use of time, use of tools, equipment, safety during its own activities, neatness, etc.		Wants to gather this chart to construct requirements for interaction between projects. Very organized and unambiguous.					
3. JOB KNOWLEDGE Degree of knowledge, completeness of documentation, availability of support documents and materials.		Teacher Julie is the key element in wanting the law towards more improvements.					
4. WORKING RELATIONSHIPS Gauge of one's ability to work with supervisor, co-workers, students, and clients/trust		Very congenial. Good teacher and student and practice law.					
5. SUPERVISORY SKILLS Planning and decision making, delegation, evaluating performance, leading and guiding work, problem solving, decision making ability, ability to communicate.		See above. Certainly has shown her a leading role in the law. Key player in the Division.					
6. OPTIONAL FACTOR		Julie is the go-to person foratology dealing with					

DEFINITIONS OF PERFORMANCE RATING CATEGORIES

OUTSTANDING: The employee has exceeded all of the performance expectations in his/her job functions, which include personal, professional, and those clearly defined responsibilities in the delivery and content of his/her work.

EXCEEDS EXPECTATIONS: The employee regularly exceeds a majority of the performance expectations in his/her job functions, which include personal, professional, and those clearly defined responsibilities in the delivery and content of his/her work.

LAWYER: The employee fails to meet the performance expectations in his/her job functions, which include personal, professional, and those clearly defined responsibilities in the delivery and content of his/her work.

MEETS REQUIREMENT: The employee has failed to meet one or more of the significant performance expectations in this factor.

UNSATISFACTORY: The employee has failed to meet the performance expectations in the factors of this evaluation, although such performance

3. SPECIFIC ACHIEVEMENTS DURING THIS PERIOD

- Helped
- Audited many
- Cryptocurrency measurements

4. RECOMMENDED IMPROVEMENT AREAS (Areas which need improvement)

- Let's track
- Improve and version control system
- Conducting the sampling more often
- More writing & explaining projects

5. ATTENDANCE (Reviewee's Comment)

REVIEWER'S NAME (PRINT OR SIGN)	REVIEWER'S TITLE	REVIEWER'S SIGNATURE	DATE SIGNED
<u>Julie Dalessio, Asst. Secy.</u>	<u>Office Manager</u>	<u>Julie Dalessio</u>	<u>10-26-98</u>

THE INFORMATION CONTAINED IN THIS DOCUMENT IS UNCLASSIFIED BY [REDACTED] ON [REDACTED]

REVIEWER'S SIGNATURE	REVIEWER'S TITLE
[REDACTED]	[REDACTED]



EMPLOYEE PERFORMANCE EVALUATION

EMPLOYEE PERFORMANCE EVALUATION		
PERFORMANCE CRITERIA	EVALUATION PERIOD From Sept 05 to Sept 06	EVALUATION RATE
JULIE OLSASCO		
PERFORMANCE FACTORS	PERFORMANCE EXPECTATIONS / COMMENTS / EXAMPLES (ATTACH EXTRA SHEETS IF NEEDED)	CITTE
1. QUALITY OF WORK	Solid, Creative, concrete tech. Julie sees what information is needed, and essentialities never fails to perform tasks correctly or quickly.	KOPIASIAGA *
2. QUANTITY OF WORK	Time spent was different per task at time challenging or regarding her blind areas than other time scenarios. Still, Julie was very productive.	KEKUSIAPAN *
3. JOB KNOWLEDGE	Julie demonstrated various and diverse topics to solve problems accurately.	KEBTIAH *
DEPTH OF TECHNICAL KNOWLEDGE		KEBTIAH *
IMPLEMENTATION OF JOB PROCEDURES AND METHODS		KEBTIAH *
4. WORKING RELATIONSHIPS	Julie was often a role model to younger members in the team. She was assigned to coordinate various personnel, including co-workers, students, and clients. Over the last year and half, Julie has shown leadership skills and courage, leading the team through difficult situations.	KOORDINASI *
5. SUPERVISION SKILLS	Delivering the job doesn't guarantee supervision skills. Julie is known as one to take her coordinating role seriously, training, writing new roles, great job.	KEBTIAH *
6. OTHERS		KEBTIAH *
G. SPURIOUS FACTORS		KEBTIAH *

DEFINITIONS OF PERFORMANCE RATING CATEGORIES

OUTSTANDING: — The employee has a history of full performance respecting his/her duties and responsibilities and is considered outstanding in all qualities of character which distinguishes.

EXCELSIOR PERFORMANCE: — The employee usually meets expected standards or exceeds them, excepting a few minor, temporary difficulties, in the execution of his/her assigned tasks.

SUPEREXCELLENT: — The employee consistently performs exceptionally well in his/her work and has no difficulty in the efficient and timely completion of his/her assigned tasks.

EXCELLENT PERFORMANCE: — The employee has fulfilled his/her assigned tasks satisfactorily and with minimum difficulty.

INSATISFACTORY: — The employee has failed to perform his/her assigned tasks satisfactorily.

b. BEARING ACHIEVEMENTS During my tenure at USG, I've made significant contributions to USG's success, commanding 185.

c. PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD
To date, I have set the following performance goals for myself. During this time, I will focus on strategic outcomes by USG. During this time, I will focus on strategic outcomes by USG. During this time, I will focus on strategic outcomes by USG.

d. TRAINING AND DEVELOPMENT SUGGESTIONS
Small sections in your role that demonstrate value to the team and the division.

10. ATTENDANCE (Required by Government)

CO. OR COUNTRY	INDIVIDUAL	NUMBER OF DAYS ABSENT	PERIOD
USG	Debra L. Dalessio	0	Q1-Q2-Q3-Q4

EMPLOYEE'S COMMENTARY

REVIEWER'S SIGNATURE	REVIEWER'S TITLE	REVIEWER'S SIGNATURE	DATE REVIEWED
		Jeanne Gahan	Q1 - 2/3/96

1. ACCORDING TO THE OFFICIAL FORMS MANUAL, THIS FORM IS NOT TO BE USED FOR ANNUAL APPRAISALS.



Ohio Medical Center
Dept. of Laboratory Medicine

EMPLOYEE PERFORMANCE EVALUATION

YEAR OF TENURE
CJS - Tell T.

EMPLOYEE INFORMATION
NAME: Julie Dalessio
DEPT.: Laboratory Medicine
GRADE: 10/10's
SALARY: \$116,955
RA 100%

EMPLOYEE SIGNATURE
Julie Dalessio
PERFORMANCE RATINGS
1. QUALITY OF WORK
2. QUANTITY, ACCURACY, EFFICIENCY
3. INTEGRITY

2. DURATION OF WORK

USE OF TIME, STYLING OF WORKLOAD,
COMMITMENT TO MET
STANDARDS/HIGH STANDARDS

Very good work, also, Julie can do impressive documents
she uses her knowledge

Julie is always eager to expand her responsibilities
She does an amazing job. Julie and I have a lot of
knowledge and she

3. JOB KNOWLEDGE
LEVEL OF TECHNICAL KNOWLEDGE,
ADMINISTRATIVE OR SUPERVISORY
SKILLS

Julie negotiation is not a strong suit, Julie works
hard to resolve problems and to advocate for the
research project.

Student

and clients better

4. WORKLOAD RELATIONSHIPS

KNOWLEDGE AND ABILITY TO WORK
WITH OTHERS AND COLLEAGUES,

STAFFING AND CLIENTS BETTER

STAFFING

KNOWLEDGE AND

RESEARCH

PROJECT

COLLEAGUE

1. SPECIFIC ACHIEVEMENTS (check off each item accomplished)
- Managing yet another renovation and setting up the office.

2. PLOT OF DIVERSE GOALS FOR THE NEXT EVALUATION PERIOD
 Located in Dulles, VA contributing to design functions and areas for local HSV also
 contributed to growth in the areas of data and strategy analyses.

3. TRAINING AND DEVELOPMENT STANDARDS/CRITERIA

4. ATTENDANCE (percentage completed)

Ok

DAVID DALESSIO, PH.D.
UNIVERSITY OF WASHINGTON

ASSOCIATE PROFESSOR

DAVID DALESSIO

10/13/95

EMPLOYEE'S COMMENT

The move back to CHPC is the best year, although giving me a nice lab space. We will be seeking one from the research director in the department I hope that in the coming year there will be more opportunity for interaction between research tasks and teaching. I think it would also be beneficial for me to show for educational opportunities in the department especially computer training, which will help to establish opportunities in the relationship between my research & teaching. Julie - the word definitely brings back memories of that last year. However, I am very optimistic about the future and I am looking forward to working with you all again.

5. PREDICTIVE COMMENTS

X *Dalessio, David*

REMARKS (initials)

X *David*

REMARKS (initials)

10/13/95

* A copy of the signed evaluation is sent to the employee which becomes part of their personnel file.

HIGHER EDUCATION PERSONNEL BOARD		1994							
STATE OF WASHINGTON HIGHER EDUCATION PERSONNEL SYSTEM POSITION DESCRIPTION		1. ASSIGNED CLASSIFICATION		2. POSITION NUMBER					
		3. REVIEWED BY	4. DATES	5. AUDITED BY	6. DATES	7. PAY RANGE	8. STEP		
9. NAME LAST <u>Dalessio</u> FIRST <u>Julie</u> MIDDLE INITIAL <u>S</u>		SECTION I—GENERAL		10. ABOVE SPACES TO BE COMPLETED BY PERSONNEL DEPT.					
				11. CLASSIFICATION TITLE <u>Clin Tech I</u>	12. WORKING TITLE <u>Lead Tech</u>				
12. INSTITUTION <u>University of Washington</u> <small>ADDRESS</small> <u>Pacific Medical Ctr 1200 12th Ave S.</u>		13. LOCATION OF EMPLOYMENT <small>CITY</small> <u>Seattle</u>		<small>BUILDING</small> <u>CHMC</u>		14. ROOM NO. <u>1103</u>	15. WORK PHONE <u>366-4170</u>		
16. DEPARTMENT, DIVISION OR SECTION <u>Virology</u>		17. IMMEDIATE SUPERVISOR <small>NAME</small> <u>Dr. Rhoda Ashley Assoc. Director</u> <small>TITLE</small> <u>CHMC</u>				18. ROOM NO. <u>D536</u>	19. WORK PHONE <u>526-2117</u>		
20. OFFICIAL WORK WEEK <small>NUMBER OF HOURS</small> <u>40</u>		21. MONTHS PER YEAR & SHIFT <small>day</small>		22. DURATION OF EMPLOYMENT <small>WITH INSTITUTION</small> <u>9</u> <small>YEARS</small> <u>3</u> <small>MONTHS</small>		23. WITH PRESENT OUTLET <small>YEARS</small> <u>0</u> <small>MONTHS</small>			
24. % TIME		25. DUTIES <small>READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING THIS SECTION. LIST THOSE DUTIES FIRST WHICH OCCUPY MOST OF YOUR TIME. NOTE—UNDERLINE OR BRACKET YOUR MOST RESPONSIBLE DUTY</small>						PLEASE LEAVE BLANK	
<u>40%</u>		<u>[1] Develop & evaluate methodologies & procedures. This includes library research, experiment design, data collection and collation, statistical analyses, and graphical presentation of data.]</u>							
<u>10%</u>		<u>2. Write technical procedures</u>							
<u>20%</u>		<u>3. Assign and analyze the work of others</u>							
<u>10%</u>		<u>4. Order and receive supplies and equipment (including research of large items)</u>							
<u>5%</u>		<u>5. Coordinate the supply of specimen collection media to clinics</u>							
<u>7%</u>		<u>6. Train new employees (or fellows)</u>							
<u>2%</u>		<u>7. Maintain lab equipment</u>							
<u>2%</u>		<u>8. Teach students (Medical, Med Tech, fellows, residents)</u>							
<u>3%</u>		<u>9. Interview and assist in hiring new employees.</u>							
<small>Attach one additional sheet if necessary</small>									

SECTION III—RELATED INFORMATION			
<p>1. STATE IN THE MANNER IN WHICH YOUR DUTIES AND RESPONSIBILITIES HAVE CHANGED SINCE YOUR POSITION WAS LAST AUDITED OR IS THIS THE SAME AS IT WAS LAST AUDITED? ATTACH ADDITIONAL SHEET IF NECESSARY.</p> <p>My duties now include more data analysis and supervision of direction of other employees and students. I have also become involved in teaching the virology core course and teaching tech course, and in interviewing and hiring new employees.</p>			
2. IF YOU ARE IN A SUPERVISORY POSITION, LIST THE UNITS YOU SUPERVISE AND NUMBER OF EMPLOYEES IN EACH UNIT FOLLOWING EX-1000 FORM. AN ORGANIZATION CHART HELPS CLARIFY THIS ITEM. PLEASE ATTACH.			PLEASE LEAVE BLANK
Molecular Immunology Lab - 4 employees			
3. LIST EMPLOYEE IF UNIT. INDICATE DIRECT SUPERVISION. IF MORE THAN FIVE LIST THE NUMBER OF EMPLOYEES BY CLASSIFICATION			
NAME OR NUMBER	NUMBER OF HOURS WORKED PER WEEK	CATEGORIZATION/WORKING TITLE	EMPLOYMENT STATUS
A. Elisa-Mari G. Sischoff	462	Research Tech 1 - Full-time	C = CLASSIFIED
B. Mandy Lam	15	Student Helper	H = STUDENT
C.			R = HOURLY
D.			T = TEMPORARY
4. WHAT TYPE OF AUTHORITY AND RESPONSIBILITY DO YOU HAVE REGARDING THE HIRING, EVALUATION, DISCIPLINE AND/OR TERMINATION OF THE EMPLOYEES LISTED ABOVE ITEM NO. 3. My supervisor's input and suggestions are seriously considered by my supervisor.			
5. LIST ANY OFFICE MACHINES, EQUIPMENT, TOOLS, MOTOR VEHICLES, ETC. OPERATED ON JOB. GIVE PER CENT OF TIME.			
PER CENT OF TIME YOU SPEND IN A 40-HOUR PERIOD			
6. CERTIFY THAT THE STATEMENTS CONTAINED THEREIN ARE MY OWN AND ARE ACCURATE AND COMPLETE <i>Julie Dalessio</i> SIGNATURE OF EMPLOYEE			39. DATE 3-25-94
SECTION IV—STATEMENT OF IMMEDIATE SUPERVISOR			
7. THE ABOVE STATEMENTS ARE ACCURATE AND COMPLETE EXCEPT: (JUNIOR POSITION CHECK IF APPROPRIATE)			
8. DO YOU AGREE WITH STATEMENT ON MOST RESPONSIBLE DUTY ITEM 23. IDENTIFY EXCEPTIONS TO STATED AUTHORITY.			
<input type="checkbox"/> Yes	APPROVE—		
<input type="checkbox"/> No			
9. LIST THOSE EMPLOYEES WHO PERFORM SUBSTANTIALLY THE SAME DUTIES AS THOSE THAT ARE SET FORTH IN ITEM NO. 23.			
NAME OF EMPLOYEE (S) AS APPROPRIATE	CATEGORIZATION/TITLE	WORKING TITLE	
A.			
B.			
C.			
10. SUPERVISION REQUIRED OF POSITION WHILE PERFORMING DUTIES UNDER ITEM 23 <input type="checkbox"/> CLOSE DETAILED <input type="checkbox"/> ON A RARE BASIS ONLY <input type="checkbox"/> LITTLE—DIRECTOR RESPONSIBLE FOR REVISING OWN WORK METHODS <input type="checkbox"/> OTHER EXPLANATION OF ITEM CHECKED:			
11. COMPLEXITY OF DUTIES AS DESCRIBED UNDER ITEM 23 <input type="checkbox"/> REPEITIVE/ROUTINE PROCEDURAL <input type="checkbox"/> DIVERSIFIED/VARIETY OF APPLICATIONS <input type="checkbox"/> ROUTINE REQUIRING SOME JUDGEMENTS <input type="checkbox"/> SPECIALIZED REQUIRING SPECIAL TRAINING/EXPERIENCE EXPLANATION OF ITEMS CHECKED:			
12. EXPERIENCE LEVEL AND LENGTH OF TIME REQUIRED:		13. SPECIAL KNOWLEDGE, SKILL, LICENSE, ETC. REQUIRED:	
14. EDUCATION MINIMUM REQUIRED FOR ENTRY TO POSITION <input type="checkbox"/> LESS THAN HIGH SCHOOL <input type="checkbox"/> HIGH SCHOOL/YRS. TECH. <input type="checkbox"/> SOME COLLEGE <input type="checkbox"/> COLLEGE DEGREE <input type="checkbox"/> GRADUATE STUDY MAJOR: VOC/TECH PROGRAM:			
15. SIGNATURE OF IMMEDIATE SUPERVISOR		16. TITLE	17. DATE
SECTION V—STATEMENT OF DEPARTMENT HEAD <small>(Attach Addendum Sheet If Necessary)</small>			
18. DEPARTMENT HEAD'S COMMENT AS TO ACCURACY AND COMPLETENESS OF STATEMENTS OF EMPLOYEE AND IMMEDIATE SUPERVISOR			
19. SIGNATURE OF DEPARTMENT HEAD OR AUTHORIZED REPRESENTATIVE		20. TITLE	21. DATE



EMPLOYEE PERFORMANCE EVALUATION

2000

INSTITUT OCÉANOGRAPHIQUE

DEFINITIONS OF PEDIATRIC AGE RATINGS CATEGORIZATION

OCEDERS EXPECTATIONS — The company only wants to make a profit, and it's not necessarily about making a lot of money. It's about making sure that the organization is organized through such processes as quality management systems.

METH EXPECTATIONS — The company has its own set of standards, which are aligned with the company's mission and values. It's about making sure that the organization is organized through such processes as quality management systems.

HEALTH INSPECTION — The company has its own set of standards, which are aligned with the company's mission and values. It's about making sure that the organization is organized through such processes as quality management systems.

UNSAFETY FACTOR — The company has its own set of standards, which are aligned with the company's mission and values. It's about making sure that the organization is organized through such processes as quality management systems.

7. SPECIFIC ACHIEVEMENTS (and/or other information)

See attached

8. PERFORMANCE GOALS FOR THE NEXT EVALUATION PERIOD

Continue to have an active role in interpreting results of bench studies. Improve rapport with Clin Tech II and Lead Tech in Clinical Lab, to reach goal of training in Clinical Lab.

9. TRAINING AND DEVELOPMENT SUGGESTIONS

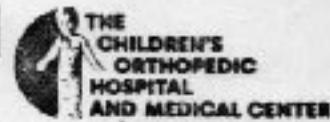
Julie is sure what borei with her current job. Until her coursework is finished I would like to encourage Julie to put in her overtime (1/2 of time gone for class) before 9 or after 5:30 - rather than in evening or weekend hours.

REVIEWER'S SIGNATURE Kendra T. Kelley	POSITION Associate Director, Virology	SUPERVISOR'S SIGNATURE <i>Karen Dalessio</i>	DATE REVIEWED 2/21/12
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REVIEWER'S NAME (Print or type)	REVIEWER'S TITLE	REVIEWER'S SIGNATURE	DATE REVIEWED

* A copy of the signed annual evaluation form will be provided to the grievant upon request.

Performance Appraisal and Planning



Milner, Julie
EMPLOYEE'S NAME

EMPLOYEE NUMBER

Research Tech I
JOB TITLE

Rebecca Anthony
SUPERVISOR

Microbiology
DEPARTMENT

Oct '85 - Oct '86
PERIOD COVERED

(For instructions, see COHMC Supervisor's Guide to Performance Planning and Appraisal)

A. Major Responsibilities	B. Results Expected	C. Actual Results
Key performance areas for period covered, including special assignments and projects.	Descriptions of fully proficient performance--the work behaviors and results expected.	Specific examples of job results and behaviors, especially if they exceed or fail to meet expectations.
Western blot for HSV Serotyping. - Determine optimal conditions - Perform test series - Develop serotyping criteria - Maintain records (blot) Develop absorption technique for HSV serotyping. - Optimize conditions - Develop criteria for using the test	Carry out supervisor's instructions for various trials	Superior performance; far exceeds expectations. Consistent, clear analyses independent of supervisor. Initiates logical, step-wise program of reagent and conditions trials.
Protein-EISA project Gather information in appropriate area for collaboration with Dr. Wallenius - Maintain records of sera sent/blot results		Create and implement most of the procedures for the technique. Developed criteria for re-use of expensive reagent. Independent concern for quality control.
Transfer Western blot techniques to miniplate system	Test equipment, try techniques, consult w/ supervisor for quality assurance	Superior; made excellent suggestions for sera to test
		Superior job; efficiently, quickly put this test on line and instructed others as to the modifications.

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Major Responsibilities	Results Expected	Actual Results
Write up protocols for Western blot, Western blot, Antigen preparation.	Basic steps for revision by supervisor.	Clear, thorough, well written. Little revision required.
Begin characterizing RE technique - 293 cell growth - Adeno infection/CPE - DNA harvest - RE and cDNA	Replicate ten filters results.	Early progress good - cell culture, viral propagation, gels in hand. Excellent analyses of problems and well-considered suggestions for solutions.
Study sera from vaccine efficacy study without blind RE label patterns in vaccines and breakthrough pts	Blots + interpretation.	Achieved.

(This page may be photocopied if additional space is needed.)

D. Additional Comments

Can document overall contribution, work habits, and unplanned events affecting performance during the review period.

Julie is still the finest person I've worked with. Excellent analytic skills and critical thinking. Understands her work and applies literature sources to solving problems. Made excellent progress on Western blot during sabbatical leave of absence.

E. Overall Rating

- FULLY PROFICIENT:** Performance that is fully acceptable for a majority of performance areas. The level of most employees for most parts of their jobs.
- OUTSTANDING:** Exceptional performance that consistently exceeds expectations in a majority of areas.
- NEEDS IMPROVEMENT:** Performance that may be (1) minimally acceptable and requiring improvement; or (2) unacceptable and demanding immediate improvement.

Salary Increase: _____

F. Performance Plan

For the period of Oct. 1986 to Oct. 1987.
Fill out this section if there are any changes in job requirements for this position. Record any new or deleted responsibilities, changed priorities, revised standards.

Major Responsibilities	Results Expected
Abnormal R/E mapping. Install in Clinical Lab Once technique established. - Write protocol - Develop CAP-QC Prepare n writing 2 papers - ELISA/blot + Annex . Blot densitometry analysis of HSV-1, HSV-2 primary & ast. pos - Neutralizing blot	On-line by Oct '87. 3. Have no doubt this project will be complete. Initial work up me on writing results. Have her gain exposure in collecting research data to manuscript form.

G. Growth Plan

Skills that will allow the employee to become even more proficient, narrow the gap between actual and expected performance, or promote long-range career goals.

Area for Dev.	Desired Progress	Activities (WHO WILL DO WHAT, WHEN)
Above RE; an independent, very challenging project.	Completion w/ hopefully a research project of publishable quality.	Julie's project. Work w/ lab for DNA controls, general stressors problems in oral RE analyses.
Other challenging projects which will help to qualifications Better techniques not a problem; she can make just about anything work. ↓ Anti-diabetic? CMV DNA probes? Classes - DNA/ molecular biology	The usual fare, thorough, thoughtful job. Goal is to give Julie some high visibility projects which will be publishable, not just useful. She has done a great deal of strenuous work and deserves to put effort toward a project which will yield recognition outside the lab. Would like to try for a spring abstract deadline.	

H. Employee Comments

I had an opportunity to contribute to this performance review and planning. YES [] NO []

Signatures

EMPLOYEE: <u>Julie Dalessio</u>	DATE: <u>10/30/06</u>
APPRAISER: <u>Ricardo L. Almeling</u>	DATE: <u>10/30/06</u>
REVIEWER: _____	DATE: _____